

LONG RANGE PLANNING COMMITTEE

Commission on POST
1601 Alhambra Boulevard
Sacramento, CA 95816
(916) 227-2803

Thursday, June 14, 2007 - 10:30 A.M.

AGENDA

COMMITTEE MEMBERS

Anthony Batts - Chair
Ron Lowenberg
Lai Lai Bui
Collene Campbell
Bob Doyle (Riverside)
Laurie Smith
Henry Perea

CALL TO ORDER - 10:30 A.M.

1. Quarterly Progress Report on POST Strategic Plan Implementation

This report is updated for the Committee for each quarterly meeting to summarize the progress in researching and implementing the POST Strategic Plan.

Of the 41 objectives, staff is reporting that:

29 -- Are in progress of being researched and/or implemented
9 -- Previously deleted by Commission action
0 -- On hold per Commission action
2 -- Recommended for deletion
1 -- Not addressed at this time
41 -- Total

This report is presented for discussion and action to recommend deletion of two objectives for reasons indicated in the report.

2. Report on Revision of POST Selection Standards for Peace Officers and Public Safety Dispatchers

The POST selection standards for peace officers and public safety dispatchers are currently under revision. The revised standards will supplant current POST Regulation 1002 (peace officer selection standards), Regulation 1018 (public safety dispatcher selection standards), Procedure C-1 (Background Investigations) and Procedure C-2 (Medical and Psychological Examinations). The draft standards are a product of many months of discussion among POST staff and with a variety of end-users, including background investigators, psychologists, physicians, and others. Most recently, several regulatory review meetings were held with stakeholders across the state. The input received will be factored into the proposed standards, as appropriate, as well as a companion “interpretive guidelines” document that will provide additional, practical information on how to interpret and implement the new requirements.

This item is presented for information and discussion.

3. Report on Strategic Plan Objective C.6 Regarding POST’s Role in Addressing Law Enforcement Recruitment

This is an informational report on continued research into POST's role regarding Strategic Plan Objective C.6: *Develop a comprehensive plan for POST's role in addressing law enforcement recruitment issues*. This report describes the purpose and content of questions for a comprehensive survey of California police chiefs and sheriffs conducted during May 2007.

This external survey of chiefs and sheriffs was prompted by an internal survey of POST staff. Staff was polled as to its perceptions of the views of chief executives and training managers regarding the degree to which recruitment was problematic. Respondents unanimously indicated law enforcement executives viewed recruitment as “difficult, serious, and/or critical.” In light of these perceptions, and the feedback obtained at recent POST recruitment symposiums, the POST Commission, at its April 2007 meeting, endorsed a survey of all agencies’ chief executives in order to directly ascertain their perceptions of significant recruitment issues and to also identify expectations of POST’s role in recruitment.

A 49-item survey instrument was developed. The questions probed a variety of areas; e.g., selection process, resource limitations, degree of inter-agency competition, diversity, recruiters’ training needs, and retention strategies. In addition, the survey provided for open-ended identification of concerns not specifically addressed within survey questions.

It is recommended the survey results be presented to the Commission at its July 2007 meeting. Next steps to be taken by POST are contingent upon the analysis of the survey. It is expected that a number of chief executives will be convened to develop action plans to include articulation of a desirable role for POST to assume in supporting agencies' recruitment efforts.

This report is submitted to the Committee for information and discussion.

4. Report on Status of Field Training Compliance and Possible Sanctions for Non-Compliant Agencies

On July 17, 2002, the Commission approved regulation and procedure changes to ensure structure and consistency in Field Training Programs and courses statewide. Agencies were required to submit their field training program or a request for an exemption (if appropriate) to POST for review and approval. The original implementation date was established as July 1, 2003. On April 23, 2003, the Commission approved an extension of the implementation date to July 1, 2004. Compliance deadline extensions were approved through June 30, 2006, and finally December 31, 2006. Letters were sent to non-compliant agencies during June and August 2005 followed by letters during February and April 2006.

At the April 19, 2007, Commission meeting, staff reported that 45 agencies were still out of compliance. The Commission reviewed the staff report and directed staff to contact these agencies in an effort to gain compliance. Staff made follow-up contacts with all the concerned agencies. The Commission also directed that a letter be sent to each agency advising them that they were out of compliance and that they were limited to only hiring lateral entry peace officers, not recent graduates of a Regular Basic Academy. The letter was to advise each agency that if it appoints an academy graduate as peace officer, this matter would be reported by staff to the Commission for appropriate direction. The Executive Director was instructed to personally contact each agency executive not in compliance. As of the date of this report, the number of agencies that are not in compliance has been reduced to 26. Staff was further instructed to recommend additional sanctions for the Commission's consideration at the July meeting.

Staff recommends the following two-phased approach to address the situation. First, agencies that hire individuals who do not qualify as lateral entry peace officers will be reported to the Commission with the recommendation that they be placed on a 60-day suspension during which they would be required to submit a Field Training Program for approval. Suspension means the agency would no longer receive reimbursement, have access to the Electronic Data Interchange, and/or receive certificates other than the basic certificate for personnel. Second, agencies that do not satisfy the requirements of submitting and obtaining approval of a Field Training Program within the suspension

period will be reported to the Commission with the recommendation that they be removed from the POST program.

This item is presented for consideration and discussion.

5. Status Report on Victim-Related Training

This informational report presents the history and current status of the Commission's efforts to provide training to improve law enforcement's interaction with the victims of crimes and to provide information that will assist victims in understanding the criminal justice system. The report concludes with the staff observation that information concerning victims is included in a broad array of training courses, including the basic course curriculum, and additional efforts to provide information directly to victims should be undertaken by the Commission only in support of the primary efforts of other organizations.

6. Report of the Proposal to Increase the Training Reimbursement Rates

This is an informational report on whether the Commission should continue the increased rates of training reimbursement and/or suspend backfill reimbursement. At the April 2007 Commission meeting, staff recommended that the previously-approved reimbursement rate increases be approved and also proposed temporarily to suspend reimbursement for "backfill" for FY 07/08 in order to fund the subsistence rate increases. In keeping with the requirement to notify departments in the POST Reimbursement Program of the revised rates 60 days in advance, it was proposed that the new rates be effective with training that starts on or after July 1, 2007.

The action and subsequent motion at the Commission meeting was to: 1) continue subsistence reimbursement as it is currently, 2) suspend backfill reimbursement for the first quarter of FY 07/08 (July 1, 2007, to September 30, 2007), 3) have staff research and bring back to the Commission, at the July meeting, potential alternatives to avoid suspension of backfill for the remainder of FY 07-08, including various combinations to balance the budget, and 4) have staff seek additional input from chiefs, sheriffs, and other affected agencies on the fiscal challenges which will be encountered if backfill is suspended for the balance of FY 07/08.

Bulletin #2007-12 subject: "Reimbursement Rates" was issued on May 9, 2007, and a referenced letter to all chiefs and sheriffs was sent out May 16, 2007. The letter asked for an attached survey to be returned to POST by June 1, 2007. The survey posed two alternatives and also left room

for comments. A summary of the responses received from the field will be provided to the committee at the meeting.

This report is submitted to the Committee for information and discussion.

7. Change in CPT Anniversary Date

Training Managers from throughout the state have raised serious concerns regarding the current regulation for the calculation of the anniversary date based on an employee's date of appointment. Staff is reviewing several options to utilizing that date.

This report is submitted to the Committee for information and discussion.

INFORMATIONAL REPORTS

8. POST Executive Director Job Announcement and Recruitment Schedule

The Commission's Executive Director Selection met on May 14, 2007, with Cooperative Personnel Services representative Stuart Satow who has been contracted to conduct the executive search for POST's Executive Director.

Based upon results of that meeting, and subsequent meetings with POST staff, the POST Executive Director Job Announcement and tentative Recruitment Schedule (enclosed under this tab) were developed. Multiple copies of the job announcement are being made available to Commission members and potential candidates. Commissioners should tentatively plan for interviewing finalists on September 6, 2007, preceding the LRPC meeting.

These documents are submitted for information purposes.

9. Update on Strategic Plan Objective A.3 Regarding Pre-Academy Physical Fitness Assessment

This is an informational report on the status of the project to validate the proposed pre-academy physical fitness test. Previously, students were tested upon academy entry and their subsequent level of success was recorded for important physically demanding parts of the training. Maximum push-ups, one-minute sit-ups, and 1-1/2 mile run times were found to be predictive of success in a small sample size of academy classes. All classes are being tested in 2007 to ensure that these findings are representative of all academies and that the tests meet professional standards of validity, utility, and fairness for all candidate groups.

This item is presented for information and discussion.

10. Report on Strategic Plan Objective A.4 Regarding Standardizing Skills Testing in the Basic Course

This is an informational report on continued research into the establishment of basic course standardized skills tests in three areas: Firearms, Defensive Tactics, and Vehicle Operations. Each of these competency-based testing procedures has been under development for some time and is in varying stages of completion. At the present time, the Defensive Tactics test has been completed and pilot-tested and staff is in the final stages of completing the study. The Firearms test has also been completed, and is now being pilot-tested. Because of limited staff resources, work on the Vehicle Operations test will not commence until July 2007. The report under this tab summarizes the research effort on each of these tests.

This item is presented for information and discussion.

NEXT MEETING

September 6, 2007, Sacramento, 3:00 p.m. - 4:00 p.m.
(Following Executive Director Interviews)

ADJOURNMENT -